DOCUMENT RESUME

ED 081 356 HE 004 522

AUTHOR	Van Dyk, Jane; Freeman, Bonnie Cook
TITLE	Preliminary Report of the UW Faculty Women's Survey.
INSTITUTION	Wisconsin Univ., Madison. Dept. of Educational Policy Studies.
PUB DATE	15 Apr 73
NOTE	15p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*College Faculty; Faculty Promotion; Faculty Recruitment; *Group Behavior; *Higher Education; Research Projects; Tenure; *Women Professors; *Women Teachers
IDENTIFIERS	*University of Wisconsin Madison

ABSTRACT

The status of women faculty at the University of Wisconsin was investigated in a survey sent to all faculty women on the tenure track in teaching departments. Questicnnaire responses were categorized into academic qualifications; teaching responsibilities; publications; marital status; family background; religion; organizational membership; politics; attitude toward university-degree of satisfaction with the institution; attitude toward unions, collective bargaining, strikes; attitudes toward women's issues; and local issues. Results indicated faculty women tend to be overwhelmingly single and viewed themselves as successful, well-paid career women. Faculty women were found in the highest numbers in the lowest rank, assistant professor, with only 26% having the rank of full professor, and the latter tended to be found most in traditionally women's fields. Further study is recommended. (MJM)

FILMED FROM BEST AVAILABLE COPY

U S DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

ED 081356

PRELIMINARY REPORT OF THE UW FACULTY WOMEN'S SURVEY

Jane Van Dyk and Bonnie Cook Freeman

15 April 1973

This report describes some of the findings of an October 1972 survey sent to all faculty women on the tenure track in teaching departments at the University of Wisconsin, Madison campus. The questionnaire was based on a national survey of faculty conducted by the Carnegie Commission on Higher Education and the American Council on Education and was the project of a graduate seminar in the Department of Educational Policy Studies under the direction of Professor Philip G. Altbach. The survey focused generally on attitudes concerning university affairs, the status of faculty women, and general political orientation.

The purpose of the report is to present the data and to highlight some of the more topical and provocative findings of the study. A full-scale analysis and interpretation or evaluation of the results will not be attempted at this time. The reader who is interested, however, in the exact response to any or all of the questions is referred to the "mock-up" of the questionnaire (Appendix I) following the report which gives a complete breakdown of the frequency and percentage scores for each question.

We will first present a portrait or composite of the UW faculty woman. Along with factual data, we are interested in her attitude toward the university. Is she satisfied or dissatisfied with the administration, her department, the intellectual environment, salary levels, the governance of the institution, her participation therein and so on.

Closely interwoven with degree of satisfaction toward the university, and of very much concern at the present time, is the attitude of faculty toward collective bargaining and unions. The University Faculty Senate is currently investigating collective bargaining and trying to determine how strong the sentiment is on the Madison campus for a faculty union. Although it would be folly to presume that the attitude of the faculty women toward unions would be representative of the faculty as a whole, nevertheless, tapping their opinion should, at the very least, reveal how one segment of the faculty feels about this important issue.

Next, questions involving women's issues are of much interest at the present time. These questions were not part of the original Carnegie questionnaire but were added to the questionnaire in an attempt to assess the support of faculty women for issues espoused by the Women's Movement, such as equal pay for equal work, free day care facilities, etc. In addition, there were other questions having to do with issues of particular concern to Madison faculty women. Several of the latter group of questions were essentially re-phrasings of proposals introduced by the Association of Faculty Women (A.F.W.) in their Affirmative Action Proposal[1] and represented an attempt to gauge the support for these specific issues.

HE 004 322

The final section summarizes the conclusions of the study and points to directions for future research. At the same time that the faculty women were being surveyed, another group of students surveyed 50 members of the Faculty Senate, with a similar instrument which included an open-ended personal interview but without the supplement of questions on women's issues. Subjects for this survey, hereinafter referred to as the Senate Survey,[2] were predominantly male, there being only six female respondents. Where possible and appropriate, comparisons between the senators and the women will be made.

Statistical Analysis

Initially, the data were submitted to a descriptive statistical program, Program DISTY,[3] which computed for each variable the following distribution of statistics: group interval, frequency for each interval, percentage of scores in each interval and the T-score for the midpoint of each interval. In addition, for each variable, the program computed the mean, population standard deviation, sample standard deviation, population standard error of the mean, sample standard error of the mean, sum of the observations, sum of the squared observations, skewness, kurtosis and the probable error of skewness and kurtoses.

Return Rate and Representativeness of the Sample

Two hundred and nine questionnaires were mailed out to all female faculty in teaching departments with the rank of assistant, associate, or full professor. One hundred and twenty questionnaires were returned and of these 113 were usable, for an overall rate of 54%.

As far as rank was concerned, the sample was precisely representative of the Madison faculty female population (exclusive of lecturers, instructors, etc. and including women in teaching departments only) as is illustrated below:

	Percentage of faculty women at each rank*	Percentage of respondents at each rank
Assistant Professor	44	44
Associate Professor	30	30
Full Professor	26	26

Looking at representativeness in terms of School or College, there was considerable variation, with the return rate for L & S being 57%; for the School of Education, 31%; for the College of Agriculture and Life Sciences (including the School of Home Management and Consumer Science), 41%; for the Medical School, 48%. A surprisingly high return rate was

*Statistical data (and mailing lists) for faculty women were obtained from the office of the Secretary of the Faculty.

recorded for the School of Nursing-79%-where 15 out of 19 women responded. Return rates for each department were not calculated because in a great many instances there were only one or two women in each department, which would have rendered any sort of percentage rate meaningless.

Thus, the sample, while being precisely representative as to rank of respondents, is seen to be slightly weighted by college, with Nursing considerably over-represented, L & S slightly overrepresented and the other colleges, particularly Education, slightly underrepresented.

Portrait of the UW Faculty Woman

Academic Qualifications

The average or typical faculty woman is 42 years old, an assistant professor on a full-time appointment, with about 10 years of teaching experience at UW. She received her highest degree between 1954 and 1958. She considers herself to be decidedly an intellectual and thinks of herself as "fairly successful" in her career (94% rated themselves as fairly to very successful). She has had a job inquiry if not a job offer in the past year. Her salary is between $12,000 and $16,999 a year, which she rates as "good".

While 64% of the women rated their salary as good to excellent, at the same time 65% scored University salary levels as fair to poor. Possibly this discrepancy reflects the fact that on the one hand in comparison with women in almost any other occupation, faculty women are well paid; but on the other hand compared with other high-quality universities, salary levels at Wisconsin are low.

A rather high percentage -21%-of the women were "home-bred", having received their Ph.D's at Wisconsin. A substantial proportion (38%) had their first teaching position at UW.

Teaching Responsibilties

The average faculty woman teaches 7-9 hours a week with both undergraduate and graduate responsibilities. Typically, she has a total of 50-99 students enrolled in all her courses.

Publications

With all that is said about the need to "publish or perish," it is hardly surprising that very few of the faculty women have not published at all. Only 17% reported not having published an article in academic or professional journals. Thirty-nine percent reported having 1-2 writings accepted for publication in the last two years. Forty-seven percent reported having published one or more books or monographs.

The figures for publications are given along with comparable figures for the senators.[4] When looking at the two comparatively, one must take into consideration that the senators do not represent by any means the "typical" or "average" UW faculty member.

They are, for the most part, the senior, tenured members of their respective departments. The senators are also considerably older than the women, and therefore have had a longer period of time to write and publish.

Number of articles published in academic or professional journals	Percentage of senators in each category	Percentage of women in each category
None	5	17
1-2	9	21
3-4	11	19
5-10	18	17
11-20	18	9
More than 20	0	14
Number of books or monographs published or edited, alone or in collaboration		
None	34	48
1-2	39	32
3-4	16	9
5 or more	11	6
Number of professional writings published or accepted for publication in last 2 years		
None	11	19
1-2	25	39
3-4	34	25
5-10	23	12
More than 10	7	2

The average woman faculty member has published 3-4 articles, with 1-2 having been accepted in the last two years. The average senator has published 5-10 articles, 3-4 in the last two years. Sixty-six percent of the senators have at least one book or monograph to their credit, while 47% of the women do.

In the "most-prolific" category, women surpass the senators: none of the senators but 14% of the women have published more than 20 articles.

Marital Status

The great majority of faculty women were single, with only 31% married. By comparison, 82% of the senators were married.

Fourteen percent of the senators had never married, whereas 52% of the faculty women had never married. Similarly, the size of families also differed considerably. From the Senate sample, 68% reported 3 or fewer children, 32% reported none. From the female sample, 22% of the women reported 1 or 2 children and 62% had no children at all.

For those who were married, women much more than senators tended to marry persons with academic qualifications close to their own. Seventy-four percent of the women and only 23% of the senators had spouses with an advanced degree.

Family Background

The faculty woman's family and class background was decidedly professional/white-collar, (69%). The great majority of the women's fathers had white-collar jobs (69%). The majority of mothers were housewives (60%), with the next highest percentage of mothers being elementary or secondary school teachers (8%). The parents of the women also tended to have more education than the parents of the senators. Forty-two percent of the women's fathers while only 27% of the senator's fathers graduated from college. In addition, 12% of the women's fathers had some graduate work and 13% held advanced degrees. Faculty mothers also were well educated, with again a slight edge going to the women's mothers: 27% of the women's mothers and 25% of the senator's mothers were college graduates. Additionally, 10% of the women's mothers had some graduate work, and 4% held advanced degrees.

Religion

Although probably raised as a Protestant, the chances are good that the average faculty woman no longer claims religious affiliation. A drop in religious affiliation between childhood and the present was noted for all faiths but was most pronounced for the Protestants, where 65% were raised as Protestants, but only 34% still claim that as their present religion. For Catholics the drop was from 19% to 16%, Jewish 5% to 3%. A parallel response patterns was noted for the senators, where as illustrated below, 71% were raised Protestant while only 35% still continue to practice their religion.

In what religion were you raised?

	Percentage of senators in each category	Percentage of women in each category
Protestant	71	65
Catholic	11	19
Jewish	11	5

What is your present religion?

Protestant	35	34
Catholic	5	16
Jewish	7	3

Forty percent of the women claimed to be moderately religious and another 40% claimed to be largely indifferent to religion, while at the same time very small percentages classified themselves as either deeply religious or opposed to religion. Senators, by comparison, were even less religious, with 61% indifferent or basically opposed to religion.

Organizational Membership

The women reported organizational affiliation as follows: American Association of University Professors, 40%; Association of Faculty Women, 35%; a National Education Association affiliation, 10%; United Faculty, 8%, and American Federation of Teachers, 2%.

The Political Dimension

On the political spectrum, 55% of the women characterized their political orientation as liberal, 33% on the conservative side, and 8% as left. 65% expected to vote for McGovern in the last election. Although 41% belonged to a political party, a large majority (83%) characterized themselves as politically inactive in the 1972 political campaign.

As far as activity and influence in University affairs, 66% of the women felt that they were more active than average in the affairs of their own department, and 45% felt they were more active than average in the faculty government of the University. At the institution level, an almost equal number (42%) felt they were less active than average.

A comparison of senators' and women's perceptions of their ability to influence affairs at both the department level and for the institution as a whole revealed some interestingfindings. Looking first at perceived ability to influence department affairs, the breakdown was as follows:

How much opportunity do you feel you have to influence the policies of your department?

	Percentage of Senators in each category	Percentage of women in each category
A great deal	46	24
Quite a bit	39	33
Some	9	34
None	7	7

Fifty-seven percent of the women as compared with 85% of the senators felt that they had quite a bit to a great deal of influence in departmental affairs. This is not unexpected, as most senators are senior members of their department and are almost by definition among the most influential persons in the department. Women, on the other hand, being for the most part assistant professors, did not perceive themselves as having as much influence over departmental affairs.

Looking at the responses to the question of influencing the policies of the institution, the breakdown is quite different:

How much opportunity do you feel you have to influence the policies of your institution?

	Percentage of senators checking each category	Percentage of women checking each category
A great deal	2	3
Quite a bit	4	8
Some	79	52
None	14	34

Obviously, neither senators nor women perceived themselves as highly influential in institutional policy making. The largest majority of the senators (79%) and the women (52%) perceived themselves to have "some" influence. Collapsing categories, 6% of the senators as compared to 11% of the women felt that they had quite a bit to a great deal of influence. More women (34%) than senators (14%) perceived themselves as powerless. We find, then, that senators perceived themselves as more influential than the women on both departmental and university policy-making. At the same time, more women felt they had quite a bit to a great deal of influence on institutional policies.

It is possible to speculate on a number of possible explanations for finding that a rather high percentage of women (11%) perceive themselves as having quite a bit to a great deal of influence on university policy-making. Perhaps the one that comes most quickly to mind is that this may possibly reflect the increased political awareness of faculty women (as well as most other women), and may be an indication of their sense of their collective power to make the university heed their complaints and redress past wrongs, such as salary inequities. Should this be the case, one could hypothesize that A.F.W. members would tend to make up the group who consider themselves to have quite a bit of influence. One might also hypothesize that because of their collective strength, women in traditionally female fields such as Nursing and Home Economics might also perceive themselves as more powerful in university affairs. Again, such speculations can only be borne out in further analysis of the data.

Attitude toward the University-Degree of Satisfaction with the Institution

In response to a direct question concerning feelings toward the institution, 57% felt that is is a very good place, 39% felt fairly good, and only 4% felt that it was not the place for them. However, 69% felt that they could be equally satisfied with life in any other college or university. As far as satisfaction with salary, 19% rated their salary as excellent; 45% good, 30% fair, and 4% poor. At the same time, most respondents (65%) rated faculty salary levels at UW as fair to poor, reflecting some dissatisfaction or at least awareness that salary levels at UW are among the lowest at high quality universities.

Intellectual environment was considered good to excellent by 78%. Regarding size of department, a majority, or 63%, felt that it was about right, but the next highe percentage (23%) felt it was too small. There was an almost even split regarding size of insitution: 50% felt the university was about right, while almost the same number 46% felt it was too big. Rating of teaching load was another variable which split almost 50/50, with 48% finding their load good to excellent, and 47% finding it fair to poor.

Regarding attitudes toward the administration, 57% agreed that the insitution would be better off with fewer administrators. Sixty-seven percent agreed that the administration here has taken a clear stand in support of academic freedom. A fairly even split on overall rating of the administration was evidenced, with 45% rating the administration good to excellent, and 51% rating it fair to poor. This was a more pessismistic attitude than that recorded by the senators, 64% of whom rated the administration good to excellent, 32% fair to poor.

The women did not evidence much faith in the effectiveness of the Faculty Senate, with only 29% rating it good to excellent. Sixty-three percent rated it as being fair to poor. The senators, by contrast, had a slightly more positive and complimentary attitude towards their own effectiveness, with 53% rating it good to excellent, and 48% rating it fair to poor. Interestingly, though, even the senators did not have a very high opinion of their own effectiveness: only 5% rated effectiveness as excellent; 48% rated it as good, and another 48% rated it as fair to poor.

Attitude toward Unions, Collective Bargaining, Strikes

On most questions relating to collective bargaining and unionism, senators and women were very much alike in their attitudes. Sixty-nine percent of the senators and 65% of the women agreed that faculty members should be more militant in defending their interests. Seventy percent of both senators and women disagreed with the statement that collective bargaining has no place in a college or university. Fifty-five percent of the senators and 57% of the women agreed that a faculty strike was a legitimate means of collective action under certain circumstances.

Opinion concerning the legitimacy of a TA strike was much the same, with 57% of both senators and women agreeing that it was a legitimate weapon.

Senators and women were not in as much agreement in their perception of the divisiveness of unions. Fifty percent of the senators and only 38% of the women agreed that faculty unions had a divisive effect. Fifty-seven percent of the senators and 47% of the women agreed that TA unions had a divisive effect.

If any conclusions about faculty attitudes toward collective bargaining and unionism can be drawn from what has been sketched above, about all that can be said is that the faculty is split in their positions, with a majority seen as not opposed to collective bargaining and unions for both faculty and TA's, and not opposed to the principle of a strike. However, there is clearly no overwhelming support evidenced. Likewise, the women seem for the most part to be very closely allied in their attitudes and feelings on these issues with the senators.

Attitude Toward Women's Issues

The questions on women's issues were mainly contained on pp. 10-12 of the questionnaire, although there were a few scattered throughout the questionnaire.

On some of the general questions, comparisons were possible between the senators and the women. On the question whether most American colleges and universities are sexist whether they mean to be or not, 73% of the women agreed while only 59% of the senators agreed. While 79% of the women would support offering a program of Black Studies should students wish it, a slightly lesser percentage, but still a majority (69%) would support a program of women's studies under equivalent circumstances. Fewer senators, by comparison, would favor supporting either program: 62% would favor supporting Black Studies and 42% or less than half would favor supporting a women's studies program.

Comparing senators' and women's attitudes towards federal affirmative action programs revealed quite a discrepancy in attitude. The question and the breakdown of responses for the two were as follows:

> Federal "affirmative action" programs represent an improper invasion of university autonomy.

	Percentage of Senators who checked each category	Percentage of women who checked each category.
Strongly Agree	11	6
Agree with reservations	25	15
Disagree with reservations	27	27
Strongly disagree	11	40
No Answer	25	12

While 40% of the women strongly disagreed that affirmative action programs are an improper invasion of university autonomy, only 11% of the senators strongly disagreed. Sixty-seven percent of the women and 38% of the senators disagreed with the statement to some extent. Looking at the other side, 21% of the women and 36% of the senators agreed that affirmative action programs were improper. A high proportion of both senators (25%) and women (12%) did not respond to that question, very possibly indicating that they are unacquainted with affirmative action programs.

Apparently both senators and women agree that most complaints by women on this campus are legitimate, for a large majority of both--89% of the women and 84% of the senators-felt that most of the complaints by women are not sour grapes, or a result of women who are unable to cope with the demands of academic life.

The position held concerning the main issues espoused by the Women's Movement was basically one of very strong approval, although differing in degree on certain issues. An expected 97% favored equal pay for equal work, 94% favored access to birth control and information devices, 83% favored reform of marriage laws to ensure equality for both sexes, 75% favored liberalized divorce laws. Paid maternity and paternity leaves were approved of by 68%. A substantially lower percentage favored free day care facilities(44%)with 24% disapproving and 24% having no opinion. On the latter issues, one should bear in mind that most of the women were single and childless, and this may in part explain the decreased support for these issues.

The questions which brought forth the greatest consensus of opinion were those which dealt with women's role in society. Again this was not unexpected from a sample of mostly single career women. The attitudinal question with the highest degree of consensus was that the only way a woman can be truly fulfilled is through marriage and motherhood-95% disagreed. On whether a man should be given preference over an equally qualified woman in hiring because he will be the breadwinner and the woman not, 93% disagreed. A very high majority(91%) felt that ideally husband and wives should share responsibilities for child-rearing, and 85% agreed that the husband of a career woman must be ready to make career decisions jointly. On the question of whether it is in the best interests of a wife and children to place the husband's career needs first, 70% disagreed. Eighty-four percent disagreed that women can make more meaningful contributions in fields allied with their natural interests, e.g. teaching, nursing, and the helping professions, and 32% disagreed that graduate school represents a poor investment for most women because they will not utilize their training as fully as men. (A not unsurprising finding, in light of the fact that graduate school obviously represented an indispensable investment in their own lives.)

Clearly the women are saying that they do not believe the old saw about a woman's place in a man's world. At the same time, the message is clear that most women view marriage and a family as a handicap to a woman who is serious about an academic career. Sixty-five percent agreed that a women is better off to forego marriage and a family if she wishes to pursue an academic career. If she should marry, ideally it would be a marriage in which husbands and wives would share equally responsibilities for the children and be ready to make career decisions jointly. However, most (81%) disagreed that married women, because they tend to leave their employment to fulfill family obligations, are poor risks or represent a bad investment.

Local Issues

On questions relating to the Madison campus, faculty women (78%) agreed that male faculty members carry much more influence in decision-making than females, and that women are underrepresented on departmental, college, and university committee. Eighty percent believe appointed committee (department, college, and university) should have women represented commensurately with their numbers.

On the question concerning whether or not the University has made great strides towards improving the status of women on this campus in the past year, 51% agreed (8% strongly in agreement and 43% with reservations) 37% disagreed (24% with reservations and 13% strongly disagreed).

On specific proposals adapted from the A.F.W. affirmative action document, most were su ported very strongly, the support for a few was evenly split, and one was not supported. For the proposals which were strongly supported 85% agreed that the University should establish a clearing house that would list all available academic and classified positions at all UW campuses. Seventy-seven percent agreed that recruitment for UW academic appointments should be broadened to reach applicants from every institution of higher education. Sixty-two percent agreed that age and marital status should be considered irrelevant as criteria for employment and this information should be withheld from curricula vitae. Fifty-eight percent felt that an Office for Women charged with the authority and responsibility of planning, implementing, and enforcing all aspects of programs for women should be established. Fifty-nine percent agreed that the administration should give hiring priority to women in selection of all personnel throughout the University.

One A.F.W. proposal received only a slight margin of support. Forty-nine percent agreed that special consideration in hiring should be given to husband-wife teams, while 46% disagreed. Again, in light of the fact that 62% of the women are single, this is not surprising. It would be interesting to compare responses to this question with the answers of the senators, who were mostly married. Unfortunately, this particular question was not on their survey.

An almost even split on the issue of "inbreeding" was recorded, with 44% agreeing that departments should adhere to policies of hiring their own graduates and 51% disagreeing.

One A.F.W. proposal was not supported by a majority of respondents. Only 32% favored public hearings open to faculty and students when faculty firing and hiring decisions were being made.

On the question of perceiving themselves as members of a minority group because of their sex, 46% answered yes, 51% no. Thirty-two percent answered yes to the question, have you ever been exploited by other faculty members because of your sex, and most described the exploitation as being related to salary and other job-related inequities: being paid much less for the same work in comparison with men in the same department; having to publish more than men; and having to do secretarial work.

A high percentage - 84% - responded to the write-in question asking them to what do you owe your professional success. Most often mentioned were hard work and good luck, followed by persistence, diligence, dedication to work, good education, intelligence, good health, stability, flexibility, and family encouragement.

CONCLUSIONS

Our purpose in this report has been to supply descriptive data summarizing the results of our study of faculty women and at the same time to highlight some of the more interesting findings. Insofar as we have not stated hypotheses to be proved or disproved, we have not, strictly speaking, arrived at certain conclusions to be propounded at this point. Our survey has revealed many surprising and provocative things about the University of Wisconsin faculty women, including a compilation of biographical data from which was drawn a portrait of the composite UW woman, and a summary of attitudes and opinions on a variety of issues, from faculty unions to the hiring of husband-wife teams. We have also been able, in a number of instances, to compare the faculty woman with her male counterpart - or at least a counterpart which was almost exclusively male - 44 members of the Faculty Senate, who were administered a similar survey.

Perhaps the most striking finding in the biographical data is that faculty women tend to be overwhelmingly single, with only 31% being married. We wonder to what extent informally practiced nepotism, self-selection, and external influences on women's ambitions play into this factor. For the most part academic women saw themselves as successful career women, and considered themselves well-paid. A high percentage had received their terminal degrees at UW, and many had their first teaching jobs here also. Faculty women were found in the highest numbers in the lowest rank, assistant professor, with only 26% having the rank of full professor, and the latter tended to be found mostly in traditionally women's fields. Most UW women had considerable publications to their

credit, though without an equivalent sample for male faculty it is impossible to say whether this was more or less than average. The "average" faculty woman's background was decidedly professional or middle class; and although raised in a religious faith, she more likely than not no longer claims religious affiliation.

Politically, faculty women tend to be liberal, though not very active in politics at any level. In university affairs, both senators and women tend to perceive themselves as having very little influence on policy-making for the entire university, though senators more than the women felt they had quite a bit of power and influence at the departmental level.

Most women were highly satisfied with the university and considered the intellectual environment good. Most did not evidence a great deal of faith in the administration.

Attitudes of both faculty women and senators towards faculty unions could perhaps best be categorized as lukewarm. A majority of both felt that faculty members should be more militant in defending their own interests, and a majority felt that a faculty strike was a legitimate means of collective action.

We were most concerned at the outset with attitudes and feelings toward the women's issues, and found that most women were strongly supportive of the major issues espoused by the Women's Movement. As the senators were seen to be much more liberal in their outlook on national and international issues and conservative or opposed to change on local and campus issues,[5] so also were the women seen to be more liberal on the general issues espoused by the Women's Movement, but considerably less liberal in their support of campus issues. While 80% and 90% strongly favored equal pay for equal work, access to birth control information, reforming marriage and divorce laws, etc., the support was considerably less for such local issues as establishing an Office for Women and the hiring of husband and wife teams. However, almost all of the issues were supported by a majority of the respondents.

Towards Further Study

A further purpose of this report was to point the way towards further research. We have only skimmed the surface in this initial report, and there are many more ways of analyzing and interpreting the data. Through the introduction of statistical controls many more comparisons of the data with that of the Senate Survey could be made. Using other statistical techniques, there are many comparisons which could be made internally with the faculty women sample. For instance, we would like to know the effect of A.F.W. membership on many of the variables. Do A.F.W. members tend to see themselves as having more or less power and influence than non-members over university policy-making, both at the department and the university-wide level? Do A.F.W. members tend to be more supportive of the women's issues, and in particular are they more supportive of those issues proposed in the A.F.W. affirmative action document? Do A.F.W. members tend more to see the university as a sexist institution, and at the same time are they more sensitive regarding being "exploited" by the University? Furthermore, what effect do age and marital status have on many of the variables ?

Additionally, further comparisons could be made with the data bank of the original Carnegie Commission study. We could determine, for instance, how UW women fare on such items as salary, publications, tenure, etc. It would also be interesting to compare attitudes of UW women on such questions as student activism and student militancy, national politics, and many other issues.

FOOTNOTES

[1] A Proposal from the Steering Committee of the Association of Faculty Women to the Administration of the University of Wisconsin for the Development of a Affirmative Action Program to redress past inequities and to establish a policy of equal treatment and equal opportunity at the University of Wisconsin for all women, 1972.

[2] Preliminary Report of the Madison Faculty Senate Study, 1973. The Senate sample and the faculty women's sample are not comparable in that the senators are older, and are predominantly (79%) tenured males. Included in the Senate sample were 6 female respondents out of 44 senators.

[3] Dennis W. Spuck, Frederick P. Stofflet, and David J. Fleckenstein. Program WISESTAT. DISTX, April 1971. University of Wisconsin, Department of Educational Administration.

[4] Ideally for the purposes of comparison, it would have been more appropriate to have had a general male faculty sample. As such a survey was not available, we thought that the comparisons between women and senators would nonetheless be of interest.

[5] Preliminary Report of the Madison Faculty Senate Study, 1973.